

Gender Pay Gap Report

2022



Halton
Housing



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Halton Housing maintains a favourable pay gap this year, which is helped by the Real Living Wage introduction in 2020 and the development of opportunities for women in employment.

Since most of our estate, environmental, and trade sectors are predominantly male dominated, we will continue to prioritise reducing the male representation in the bottom quartiles of the workforce.

The high presence of women in senior management and leadership positions helps us keep our health pay difference in the median.

The bonus pay is dependent on attendance, conduct record and being in the business in July 2022.

The leavers in June/July 22 along with some absence issues means that more women received bonus, however due to the higher level of maternity over paternity leave and the level of women in part time hours positions means the average amount they received is less than the male counterpart.

Gender Pay Gap Analysis:

| | Mean | Median |
|------------------|--------|--------|
| Males | £15.95 | £13.76 |
| Females | £17.02 | £16.26 |
| | | |
| Pay Gap | -£1.07 | -£2.50 |
| % Pay Gap | -6.7 | -18.2 |

Pay and Bonus Gap Analysis:

| | Received Bonus | Mean | Median |
|--------------------|----------------|---------|---------|
| % Males | 78.7 | £678.41 | £700.00 |
| % Females | 83.1 | £633.19 | £700.00 |
| % Bonus Gap | -4.4 | 6.7 | 0.0 |

Quartiles Analysis:

| Quartile | % Males | % Females |
|--|---------|-----------|
| Lower Quartile £.00 - £12.69 | 58.2 | 41.8 |
| Lower Middle Quartile £12.70 - £15.25 | 64.6 | 35.4 |
| Upper Middle Quartile £15.25 - £18.23 | 44.3 | 55.7 |
| Upper Quartile £18.35-£76.27 | 53.2 | 46.8 |